David Werner

Engineering Leader

That's me

- Living in Hamburg, two kids

- Engineering Director @ XING

- Before: InnoGames

- Freelancer > 10y

- Technical background: PHP, Java

My Job

- Give you context from the greater org

- Hiring the best people for the job

- Remove obstacles and moderate

Your Job

- Get results

- Make mistakes (but learn from it)

- Be honest, even if it makes you look bad

- Build an understanding of the product you are building

- Communicate effectively and frequently

- Think cross-functional

- Share your knowledge

How I like to work

- > email > slack > text > in-person/meeting > call

- Talking about solutions

- Status Reporting: Red, Amber, Green

North Star principles

- Trust

- Regular 1:1s

- Direct feedback

- Coaching (to a point)

1:1s

- Are for you

- Is not reporting

- You drive the agenda

- You own your career (but I will help)

Manager "GameFace"

- Hard to read

- Sometimes, I am not clear enough

- It's not intentional

- Ask

Thanks

Questions?